

**U.S. Department of Energy
 No Fear Act Report
 FY 2003 EEO Year End Data
 October 1, 2002 through September 30, 2003**

I. Complaint Activity: 29 CFR §1614.704(a) – (c)

	Number/Totals
Complaints Filed in FY: 1614.704(a)	70
Individual Filers (Complainants): 1614.704(b)	61
Repeat Filers: 1614.704(c)	9

II. Complaints by Basis: 29 CFR §1614.704(d)

Basis	Number/Totals
Age	37
Color	13
Disability	22
National Origin	15
Race	35
Religion	8
Reprisal	72
Sex (Includes Complaints Filed Under Equal Pay Act)	39
Other	0

III. Complaints by Issue: 29 CFR §1614.704(e)

Issue	Number/Totals
Appointment/Hire	6
Assignment of Duties	16
Awards	7
Conversion to Full-Time	0
Disciplinary Actions --	--
Demotion	1
Reprimand	11
Suspension	3
Removal	2
Other	0
Duty Hours	2
Evaluation/Appraisal	3
Examination/Test	0
Harassment – Non-Sexual	21
Harassment – Sexual	9
Medical Examination	1
Pay Including Overtime	6
Promotion/Non-Selection	36
Reassignment – Denied	4
Reassignment – Directed	2
Reasonable Accommodation	7
Reinstatement	0
Retirement	0
Termination	6
Terms/Conditions of Employment	9
Time and Attendance	3
Training	0
Other	0

IV. Average Processing Time: 29 CFR §1614.704(f)

Complaints		Cases	Average Days
All Complaints Pending in Investigative Stage: 1614.704(f)(1)		52	258
All Complaints Pending in Final Agency Action Stage: 1614.704(f)(1)		53	1756
All Complaints Pending in which a Hearing was not Requested: 1614.704(f)(2)		34	512
	Time in Investigative Stage: 1614.704(f)(2)	NA	NA
	Time to Issue Final Agency Action: 1614.704(f)(2)	NA	NA
All Complaints Pending in which a Hearing was Requested: 1614.704(f)(3)		19	1244
	Time in Investigative Stage: 1614.704(f)(3)	NA	NA
	Time to Issue Final Agency Action: 1614.704(f)(3)	NA	NA

V. Complaints Dismissed by Agency Pursuant to 29 CFR §1614.107(a)

Complaints	Totals/Average
Total Complaints Dismissed by Agency	9
Average Days Pending Prior to Dismissal	470

VI. Total Final Agency Actions Finding Discrimination: 29 CFR §1614.704(h)

Findings	Number/Totals
Total Findings: 1614.704(h)(1)	4
Without Hearing: 1614.704(h)(2)	4
With Hearing: 1614.704(h)(3)	0

VII. Findings of Discrimination Rendered By Basis: 29 CFR §1614.704(i)

Basis Findings		Number/Totals
Total Findings: 1614.704(i)(1)		4
	Without Hearing: 1614.704(i)(2)	4
	After Hearing: 1614.704(i)(3)	0

VIII. Findings of Discrimination Rendered by Issue: 29 CFR §1614.704(j)

Issue Findings		Number/Totals
Total Findings: 29 CFR §1614.704(j)(1)		0
	Without Hearing: 29 CFR §1614.704(j)(2)	0
	After Hearing: 29 CFR §1614.704(j)(3)	0

Pending Complaints from Previous Fiscal Years by Status: 29 CFR §1614.704(k)

Complaints	Number
Total Complaints from Previous Fiscal Years: 29 CFR §1614.704(k)(1)	173
Total Complainants: 29 CFR §1614.704(j)(2)	4

IX. Pending Complaints : 29 CFR §1614.704(k) (3)

Complaints	Number
Pending Written Notification	12
Investigation	52
Hearings	69
Final Agency Action	15
Appeal with EEOC Office of Federal Operations	N/A

XI. Complaint Investigations: 29 CFR § 614.704(l)

Complaints	Number/Totals
Pending Completion of Investigation	52
Pending Investigations Over Required Time Frames	15